

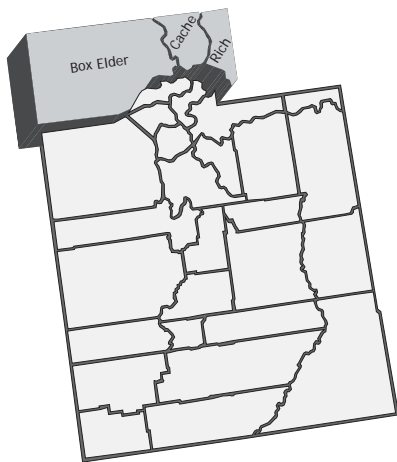
# Workforce News



A quarterly publication of the Department of Workforce Services; issued September 2007

**Bear River: Box Elder, Cache, Rich**

**jobs.utah.gov**



## What's in Your Wallet?



### Inside:

- ✦ Cache's unemployment stays low, job growth continues to be high.
- ✦ Box Elder's economy continues to expand.
- ✦ Rich county's economy is idling along, with seasonal jumps.

## Occupational Wage Survey Results are Released



Contact the author, your regional economist, with any questions on content:

John Mathews  
801-526-9467  
johnmathews@utah.gov

Wage information is of critical importance to both employers and workers. Employers need this data to analyze whether their pay practices are in line and competitive with the market, to maintain a competent workforce. Workers and potential workers need this information to help them in their career decision-making process to identify what occupations or professions they want to pursue.

The new wage data is available for the Logan/Franklin County Metropolitan Statistical Area (MSA). This data represents the result of a survey effort involving some 600 establishments in the area. The reference period of for the wage data is May 2006. In the Logan area estimates for some 170 occupations are available.

*(continued)*

See the wealth of information at our Employer Resource Center Web page: <http://jobs.utah.gov/employer/resource>

# What's in Your Wallet?

(continued)

The table on the right shows the inexperienced and average wage rates for occupations with higher numbers of jobs. For example, accountants and auditors in Cache valley averaged \$22.34 per hour and the inexperienced wage came in at about \$15.00 per hour. Electrical and electronic engineering technicians averaged \$18.38 per hour with the inexperienced wage of \$11.30. Food preparation workers (fast food) averaged \$7.33 per hour with the inexperienced rate at \$6.32 per hour.

Wage information is available for nine geographic areas in Utah, and wages vary by geographic area. For instance, accountants made \$28.19 per hour in the Ogden-Clearfield area compared to \$22.34 per hour in the Cache valley.

The types of wage data include the inexperienced wage, average wage, median wage, and the middle ranges of wages for each occupation.

You can get occupational wage rates from the DWS Web site two ways. One is by accessing the wage tables (available on line at <http://jobs.utah.gov/opencms/wi/regions/local.html>). These are alphabetical listings of occupations with wages by geographic area. The other method is a customer-driven computer access through the Department of Workforce Services Web site using the Utah Economic Data Viewer at (<http://jobs.utah.gov/jsp/wi/utalmis/gotoOccwage.do>)

<b>Logan-Franklin Idaho MSA</b>	<b>Inexperienced Wage</b>	<b>Average Wage</b>
Accountants and auditors	\$14.99	\$22.34
Automotive service technicians and mechanics	9.10	13.40
Bookkeeping, accounting, and auditing clerks	7.40	11.41
Cashiers	6.16	7.19
Child care workers	6.76	7.98
Construction laborers	9.31	11.40
Electrical and electronic engineering technicians	11.30	18.38
First-line supervisors/managers of food preparation & serving workers	7.46	12.35
Food preparation workers	6.32	7.33
Janitors and cleaners, except maids and housekeeping cleaners	6.96	9.71
Nursing aides, orderlies, and attendants	7.78	8.82
Packers and packagers, hand	6.09	9.16
Retail salespersons	6.59	9.99
Secondary school teachers	N/A	\$38,550*
Secretaries, except legal, medical, and executive	8.93	11.28
Social and human service assistants	7.81	10.33
Team assemblers	8.66	12.91
Truck drivers, heavy and tractor-trailer	11.24	15.44

\*Teaching contract amount

## How Much Did Wages Go Up Last Year?

We all know the Utah economy is in high gear. The state touts the highest rate of job growth in the nation (May 2007). With this high growth and the state's record low unemployment rates the pressure to attract and retain workers continues to grow. Evidence of that pressure is an increase in the average wage. In Cache County the average wage increased by 4.3 percent between 2005 and 2006, that's up from the 1.7 percent rise between 2004 and 2005.

## Check it Out

A **New** study just released on the benefits employers offer in metropolitan Utah. Find the link on our main page: **[jobs.utah.gov/wi](http://jobs.utah.gov/wi)**.

## North Region Business Services News

jobs.utah.gov

## DWS Contacts

## Regional Consultant

Dixie Baughman (801) 540-1341  
dbaughna@utah.gov

## Business Consultants:

## Brigham City

Craig Stewart (435) 734-4066  
craigstewart@utah.gov

## Clearfield

Cory Olson (801) 776-7820  
coryolson@utah.gov

## Logan

Ted Nyman (435) 792-0302  
tnyman@utah.gov

## Ogden

Dax Teuscher (801) 626-0334  
djteusch@utah.gov

## Roy

Rich Mackay (801) 776-7241  
richmackay@utah.gov

## South Davis

Ricki Archibald (801) 298-6633  
rickiarchibald@utah.gov

## Resources

**Child Care Resource & Referral** 801-355-4847  
jobs.utah.gov/opencms/occ 888-970-0101

**Labor Market Info** 801-526-9467  
John Mathews, economist

**New Hire Reporting** 801-526-4361  
jobs.utah.gov/newhire

**Pre-Layoff Assistance** 801-526-4312  
jobs.utah.gov/employer/business/prelayoff.asp

**UI Tax General Information** 800-222-2857  
jobs.utah.gov/ui

**DOL Wage/Hour Div.** 801-524-5706

**Utah Labor Commission** 801-530-6801  
laborcommission.utah.gov

**State Council on Workforce Services** 801-468-0095  
jobs.utah.gov/edo/statecouncil/

**Employer Tax Credit** 801-526-9480  
jobs.utah.gov/employer/Business/wotc.asp

**Employer 101: Labor Law Training**  
jobs.utah.gov/edo/laborlaw

*Learn How to Sell to Government, Military*

As a businessperson, would you like to sell to a customer whose checks are always good? Of course, what company wouldn't! The government and military are ideal customers for Utah companies. Unfortunately, there is a common misconception among many local businesses that selling to the government or military is too difficult and is not worth their time.

If your company sells a product or service to the general population, it is very likely that your same product or service can be sold to the government or military. From engineering, environmental remediation and asphalt services to paper products, aircraft engine parts and high technology support, the Procurement Technical Assistance Center (PTAC) will assist your company in becoming an approved supplier.

Although selling to federal, state and local governments or the military can be complicated, it can also be an avenue of growth for nearly any Utah business. Utah companies are currently selling \$1.9 billion per year in government and military contracts. The potential to add in excess of \$3 billion per year more in sales may be open to any qualifying Utah company.

The Governor's Office of Economic Development invites you to attend the **2<sup>nd</sup> Annual Utah Procurement Symposium** at the South Towne Expo Center, 9575 S. State Street, Sandy, Utah on October 18, 2007 from 7:45 a.m. to 4 p.m.

If you want your company to grow in this market you need to register now!

**Cost:** \$50/person for the 1<sup>st</sup> person and \$35/ additional registration from the same company. Fee includes a continental breakfast, lunch, and all the training sessions, exhibits and materials. Registration is available online at [www.goed.utah.gov/PTAC](http://www.goed.utah.gov/PTAC). For further information contact Myrna Hill at 538-8775 or email: myrna@utah.gov.

For information about upcoming DWS seminars and workshops:  
<http://jobs.utah.gov/employer/business/workshops.asp>

More information available online!

<http://jobs.utah.gov/employer/business/workshops.asp>

# Upcoming Events / Seminars

## Tri-County Job Fair

(Cache, Rich, and Box Elder)  
September 12, 2007  
2:00 pm-5:30 pm

Bridgerland Applied Technology College  
1301 N 600 West Logan, Utah  
For further information contact Ted  
Nyman, DWS, tnyman@utah.gov or 435  
792-0302

## FMLA . . . An in depth look at current rulings and definitions

September 19, 2007  
7:30 am to 8:00 am registration  
8:00 am to 9:30 pm seminar presenta-  
tion  
Ogden-Weber Applied Technology  
200 N Washington Blvd. Ogden Utah

Presenter: Ms. Blattner-Thompson received a B.S. degree in economics, cum laude, from the University of Utah in 1985. She earned her J.D. degree with high honors from the University of Utah in 1988, where she was a William H. Leary Scholar, a co-recipient of the Edward W. Clyde Fellowship, note and development editor of the Utah Law Review and was elected to Order of the Coif. She served as a judicial law clerk to the Honorable David K. Winder, United States District Court for the District of Utah from 1988 to 1989. Ms. Blattner-Thompson is recognized in the January 2004, January 2005 and January 2007 editions of Utah Business magazine as one of Utah's legal elite for her employment law expertise, and was recognized by Utah Business magazine as among Utah's top 100 lawyers in 2004. She is recognized in the 2006 & 2007 Chambers USA Client's Guide as one of Utah's leaders in employment law, and is listed in The Best Lawyers in America 2007 edition in labor and employment law. She maintains Martindale-Hubbell's highest rating, an AV.

## The Retention Secret

October 17, 2007  
7:30 am to 8:00 am registration & light  
breakfast; 8:00 am to 9:30 am presenta-  
tion

Davis Applied Technology College,  
Entrepreneurial Center  
550 E 300 South Kaysville Utah

Presenter: University of Phoenix

Some of the current challenges in the world of workplace retention are: Our pool of qualified talent is quickly evaporating, and relief is nowhere in sight. Companies that used to go after competitors' customers are now chasing after competitors' best employees. One way or another your company will be affected!

This seminar presentation explores 180 ways to build a magnetic culture in your workplace. There are practical "how to's" for retaining, attracting, and hiring the best, brightest, and most productive people.

\$10.00 per person at the door, fee includes breakfast and all seminar materials. For further information contact Ricki Archibald at rickiarchibald@utah.gov or by phone (801) 298-6633 no later than October 12, 2007 to ensure your spot. Space is limited.

## SHRM Employer Legal Seminar

October 18, 2007  
Bridgerland Applied Technology College  
1301 N 600 West Logan, Utah

For further information contact, Sue Luman, phone number 435-770-5267. Email stluman@comcast.net

## High Top Rewards on a Shoestring Budget

Wednesday, November 14, 2007

Ogden Weber Applied Technology College  
200 N Washington Blvd  
Ogden, Utah

Our presenter: Toni M. Ure, PHR, will help you learn how to reward your employees without going broke!

Toni is a HR veteran of almost 21 years. She graduated from Utah State University with a BS degree in sociology-social work. Her HR career began in the retail industry in 1981. She left retail after 13 years in various HR positions with 6+ years as a regional HR manager for 10 stores in the states of California and Nevada. She joined Nutraceutical Corporation in 1996, as the employee relations manager-employment manager. She trains using personal profile evaluation systems that explore the dimensions of behavior in specific environments and believes that learning to communicate with differing personality types is key to a supervisor/manager success.

Registration fee: \$10 per person, which includes breakfast and all seminar material. Pay by cash or check at the door. For further information contact Cory Olson, coryolson@utah.gov or (801) 776-7820.

**Reminder:** The most current employment and wage posters are always available at:  
<http://jobs.utah.gov/employer/resource/posters.asp>



# County News

## Box Elder County:

Job growth continued to expand in the county in the first quarter of 2007. The year-over March employment growth rate was 3.7 percent. That's 700 new jobs compared to last year. Nearly 500 of those jobs were in the construction industry with another 150 in manufacturing. About 120 new positions were reported in the accommodations and food services sector. Unemployment in the county was 2.8 percent in June 2007. Spending in the county was up 16.2 percent compared to the fourth quarter of 2005—yet another positive sign of a healthy economy. On the building front, total valuation of construction activity was up 12 percent in the first quarter of 2007 compared to 2006. New residential dwelling permits and valuation of authorized construction were down, pointing to the increase in nonresidential construction activity.

## Cache County:

First quarter 2007 was good to the county. Job growth rates during this typically "off" period were 3.0 percent to 3.3 percent. The 3.3 percent March figure equated to some 1560 new jobs in businesses in the county. Just over 200 were construction jobs and 140 were in the manufacturing sector. Another 1,200-plus positions were scattered in the service production industries. Retail trade added about 200. June 2007 unemployment is at 2.1 percent, a rate not seen for a long time. Low unemployment rates and higher job creation rates continue to be the norm in this robust economy. Construction activity in the county continues to slow at least on the residential side. Nonresidential (commercial/industrial) has increased. Building permits were off 85 percent and the valuation of new residential construction down 40 percent compared to first quarter of 2006. Cache County's spending activity, according to gross taxable retail sales (fourth quarter 2006), was up by 8 percent. With the exception of construction, the economy in Cache County is doing well. Unemployment is down and job growth continues at a steady rate.

## Rich County:

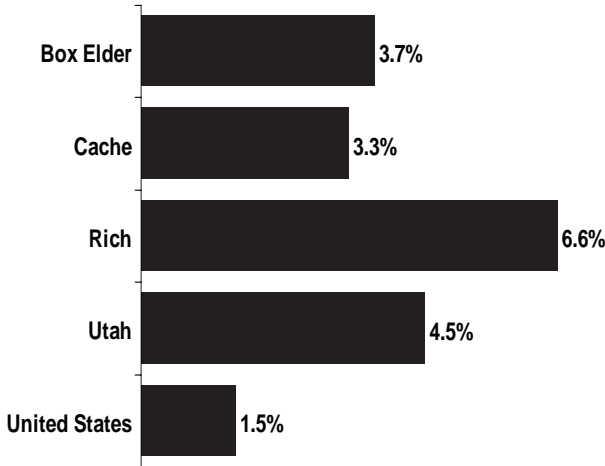
June 2007's unemployment rate of 2.4 percent is very low. Unemployment is down and job growth from March of 2006 to March of 2007 is up 6.6 percent. Although this is a high rate, it adds up to about 40 new jobs as total nonfarm employment grew from 580 to 620. Construction accounted for about 40 and there were some sectors that lost employment, but not by much. For the first quarter of 2007, construction spending fell by about a third. During fourth quarter of 2006 spending, as measured by gross taxable sales, in the county was up by 34 percent over last year. Overall, the county is basically idling along with jumps in the seasonal tourism industry being the economic driver.

For more employment information about your county go to: <http://jobs.utah.gov/jsp/wi/utalmis/gotoCounties.do> and select your county, then go to Labor Market Indicators in the right-hand margin.

## What's Up?

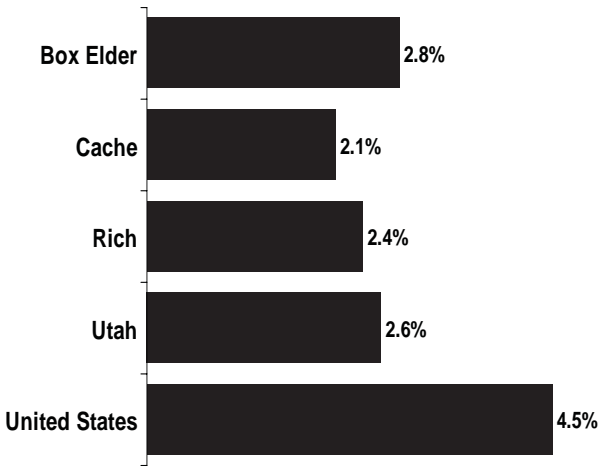
- ✦ Brigham City may soon be home to a new Utah State University Community Innovation Center. The development would provide space for classes, conferences and a business resource center.  
- *Standard Examiner*
- ✦ The Logan Metropolitan Statistical area, which includes Cache and Franklin counties, was ranked No. 12 in a new book, *Cities Ranked and Rated*. The book ranks more than 400 metropolitan areas using criteria like economy and jobs, cost of living, climate, crime, leisure and overall quality of life.  
- *Herald Journal*
- ✦ Garden City employers are seeking seasonal employees. Wages start between \$7 and \$9 per hour. High school and college students and retirees are encouraged to apply. "We have a shortage of workers," says the Garden City Mayor, "and businesses are finding it harder each year to staff the people that they need." Bear Lake—Garden City more specifically—is a rapidly growing tourism spot where many residents live temporarily and create a widespread demand for summer workers.  
- *Herald Journal*

**Change in Bear River Nonfarm Jobs  
March 2006 to March 2007**



Source: Utah Dept. of Workforce Services; U.S. Bureau of Labor Statistics.

**Seasonally Adjusted Unemployment Rate  
Bear River June 2007**



Source: Utah Dept. of Workforce Services; U.S. Bureau of Labor Statistics.

03-51BR-0907